

# **Tora Kai Karate**

## **Equal Opportunities Policy for Members**

*Tora Kai Karate Equal Opportunities Policy for Members (Reviewed and Updated: May 2025)*

### **1. Policy Statement**

Tora Kai Karate wholeheartedly supports the principle of equal opportunities in all areas of its services and activities. We are committed to opposing all forms of discrimination, including but not limited to those based on:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring that all members are treated with dignity, fairness, and respect. Discrimination, bullying or harassment of any kind will not be tolerated in training, during placements, or in any other organisational setting.

All decisions relating to recruitment, selection, training, grading, and participation will be made using fair, objective criteria.

### **2. Our Aims**

By implementing this policy, Tora Kai Karate aims to:

- Promote equal opportunities and representation across all levels of membership and staff
- Increase participation from under-represented groups
- Improve member retention and success rates
- Enhance our standing in the local community
- Increase member satisfaction
- Reduce grievances and complaints

### **3. Implementation of Equal Opportunities**

Tora Kai Karate will:

- Monitor data relating to ethnicity, gender, disability, and other relevant characteristics to help review and improve policy effectiveness
- Raise awareness of this policy among members, applicants, staff, and partners
- Provide regular opportunities for feedback and engagement on equality matters

- Ensure that all instructors, administrative, grading, and support staff receive training in equality, diversity, and inclusion
- Set measurable targets to improve equal opportunities across all activities
- Maintain clear procedures for complaints and redress, ensuring they are accessible to all members

#### **4. Action Plan for 2024/2025**

##### **1. Collect and Analyse Data**

- Gather baseline data on member starts, progressions, and outcomes by ethnicity, gender, disability, and other identified groups.

##### **2. Take Positive Action**

- Tailor recruitment and promotional materials to address under-representation
- Provide support for specific educational, training, or welfare needs
- Share equality monitoring data with referral partners to promote broader representation

##### **3. Promote Equal Opportunities in the Community**

- Publicly position ourselves as an inclusive and welcoming organisation for all.

##### **4. Seek External Expertise**

- Consult with external agencies as needed to improve our practices and align with current legislation.

##### **5. Review**

This policy will be reviewed annually, or sooner if there are changes to legislation or organisational needs.

